Two Main Achievement Targets for 2023

Richmond School

STUDENT ACHIEVEMENT TARGET: Action Plan 2023

Strategic goal: With emphasis on Reading we will develop programmes to improve student achievement in Literacy.	**Target area:** **Reading**
Annual Aim: To significantly improve the reading performance of pupils as per the applicable Curriculum Levels of performance for their year groups.	**Student group:** Gender: Both Ethnicity: All Students: Year 3&4 boys 2023 Pasifika pupils

Annual Target:

To significantly boost the percentage of children 'At' or 'Above' the applicable Curriculum Levels of performance for their year groups, by 1st November 2023. The main target groups being especially Year 3s 2023 (63.7% as Year 2s 2022) and Year 4s 2023 (63.3% as Year 3s 2022).

And secondly, to boost the number of Pasifika pupils 'At' or 'Above' the applicable Curriculum Levels of performance for their year groups (by 1st November 2023), from 52.9% to 70% (17 Pasifika students 2022).

Literacy Achievement Target

Historical position:

2020 saw a significant drop in the overall percentage to 69.3% of children 'At' or 'Above' the Curriculum Levels performance (from the historical overall percentage of around 80%). 2021 saw an improvement (73.4%) but this is still well below historical percentages. Remains similar 2022 at 75.2%.

Richmond School 2018	77.5%
Richmond School 2019	80.2%
Richmond School 2020	69.3%
Richmond School 2021	73.4%
Richmond School 2022	75.2%

All students Years 1 - 6		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	22	8.7%	45	17.7%	63	24.8%	117	46.1%	254
	Female	11	4.5%	30	12.4%	56	23.1%	137	56.6%	242
	Total	33	6.7%	75	15.1%	119	24.0%	254	51.2%	496
Maori	Male	3	7.3%	8	19.5%	7	17.1%	22	53.7%	41
	Female	2	6.9%	2	6.9%	7	24.1%	17	58.6%	29
	Total	5	7.1%	10	14.3%	14	20.0%	39	55.7%	70
Pasifika	Male	2	28.6%	2	28.6%	1	14.3%	2	28.6%	7
	Female	1	10.0%	2	20.0%	4	40.0%	2	20.0%	10
	Total	3	17.6%	4	23.5%	5	29.4%	4	23.5%	17
Asian	Male	2	12.5%	3	18.8%	6	37.5%	5	31.3%	16
	Female	0	0%	3	15.8%	6	31.6%	10	52.6%	19
	Total	2	5.7%	6	17.1%	12	34.3%	15	42.9%	35
MELAA	Male	0	0%	1	12.5%	4	50.0%	2	25.0%	8
	Female	1	14.3%	1	14.3%	1	14.3%	4	57.1%	7
	Total	1	6.7%	2	13.3%	5	33.3%	6	40.0%	15
Other	Male	0	0%	0	0%	0	0%	1	100.0%	1
	Female	0	0%	0	0%	0	0%	0	0%	0
	Total	0	0%	0	0%	0	0%	1	100.0%	1
NZ/European	Male	15	8.3%	31	17.1%	45	24.9%	85	47.0%	181
	Female	7	4.0%	22	12.4%	38	21.5%	104	58.8%	177
	Total	22	6.1%	53	14.8%	83	23.2%	189	52.8%	358

The main target groups - Year 3s 2023 (63.7% as Year 2s 2022) and Year 4s 2023 (63.3% as Year 3s 2022).

The Year 2 boys' cohort 2022 is a group to monitor and accelerate – 48.6% 'Well Below' or 'Below'.

Pasifika	Male	2	28.6%	2	28.6%	1	14.3%	2	28.6%	7
	Female	1	10.0%	2	20.0%	4	40.0%	2	20.0%	10
	Total	3	17.6%	4	23.5%	5	29.4%	4	23.5%	17

In terms of other <u>ethnic differences</u>:
- Our Māori students 'At' and 'Above' percentage 75.7% (72.9% November 2021) is similar to the overall percentage (75.2%).
- **There are 17 Pasifika students in the school - 9 are in the 'At' or 'Above' categories (52.9%), boys 42.9%, girls 60%. This needs to be a target group 2023 (especially the boys).**

Action plan:

What the school will do to meet the target	When will it be done by?	Who is involved/ responsible?	Resources allocated to meet target
Teachers to aware of the under-performing students (including the Pasifika pupils) in their classrooms and who are 'Well Below' and 'Below' the expected Curriculum Levels for Reading.	Throughout 2023	Syndicate leaders, literacy curriculum team and class teachers	Lists
Teachers to specifically focus on the teaching of Reading using individual baseline data results and Teacher Inquiry techniques.	Throughout 2023	Class teachers	Class time
Teachers to give targeted feedback and feed-forward so students know what their next learning steps are.	Throughout the year	Class teachers	Class time
Syndicates to spend time considering ways to boost performance and share ideas and resources.	Throughout the year	Class teachers and syndicates	Syndicate meetings
During 2021- 2022 our resident, guru phonics teacher Rachel Dippie provided training sessions and on-going guidance for teachers and teacher-aides. This is to continue in 2023 with more teaches and teacher-aides trained and guided.	During 2023	Teachers and Teacher-aides	PD sessions, syndicate meetings and individual support

A number of teachers to attend Yolanda Sorryl literacy course Term 1 2023.			
Syndicate leaders, Literacy leaders, Reading Recovery Teachers, 'Across-school' and 'Within school' Waimea Community of Learning Kāhui Ako Lead Teachers, to provide ideas to individual teachers and at syndicate and staff meetings.	Throughout 2023	Syndicate leaders, Literacy leaders, Reading Recovery Teachers	Individual conversations, syndicate and staff meetings, teacher-aides
Involve as many of the identified children in specific support programmes such as ipad Apps, *Lexia, Early Words* and additional teacher-aide support (with associated Action Plans).	Throughout 2023	Class teachers, SENCo, Special Needs committee and teacher-aide	*Ipad Apps, Lexia* and additional teacher-aide support (an associated Action Plans)
Teachers to celebrate reading successes within class, within syndicates and males/Pasifika pupils to visit management with reading successes.	Throughout 2023	Class teachers, syndicate teachers, SENCo, management	Personnel time
In Term 4 2023 re-check performance.	Term 4 2023	Class teachers	OTJs determining Curriculum Level
Re-evaluate the students who were performing 'At' and 'Above' Writing Curriculum Level on 1st November 2023 and provide data for school-wide evaluation.	Term 4 2023	Deputy Principal	Curriculum Level evaluation
Reading Recovery teacher to provide parent sessions in-school time and after school.	Terms 1 - 4 2023	Rochelle Krammer	Extra time for preparation and presentation

End-of-year results:

All Students		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	28	11%	41	16.6%	63	25.5%	115	46.6%	247
	Female	15	7%	41	17.8%	49	21.3%	125	54.3%	230
	Total	43	9%	82	17.2%	112	23.5%	240	50.3%	477
Māori	Male	4	10%	9	22.0%	11	26.8%	17	41.5%	41
	Female	4	12%	6	17.6%	9	26.5%	15	44.1%	34
	Total	8	11%	15	20.0%	20	26.7%	32	42.7%	75
Pasifika	Male	2	40%	1	20.0%	1	20.0%	1	20.0%	5
	Female	2	18%	3	27.3%	3	27.3%	3	27.3%	11
	Total	4	25%	4	25.0%	4	25.0%	4	25.0%	16

Year 1		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	0	0%	18	36.7%	12	24.5%	19	38.8%	49
	Female	0	0%	8	27.6%	8	27.6%	13	44.8%	29
	Total	0	0%	26	33.3%	20	25.6%	32	41.0%	78

Year 2		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	4	10%	8	20.5%	13	33.3%	14	35.9%	39
	Female	2	7%	9	32.1%	6	21.4%	11	39.3%	28

		Well Below		Below		At		Above		Total
	Total	6	9%	17	25.4%	19	28.4%	25	37.3%	67

Year 3		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	9	27%	4	12.1%	3	9.1%	17	51.5%	33
	Female	2	5%	10	23.3%	5	11.6%	26	60.5%	43
	Total	11	14%	14	18.4%	8	10.5%	43	56.6%	76

Year 4		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	9	24%	5	13.2%	9	23.7%	15	39.5%	38
	Female	6	19%	4	12.9%	7	22.6%	14	45.2%	31
	Total	15	22%	9	13.0%	16	23.2%	29	42.0%	69

Year 5		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	1	2%	2	4.3%	11	23.9%	32	69.6%	46
	Female	2	4%	4	8.5%	11	23.4%	30	63.8%	47
	Total	3	3%	6	6.5%	22	23.7%	62	66.7%	93

Year 6		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	5	12%	4	9.5%	15	35.7%	18	42.9%	42
	Female	3	6%	6	11.5%	12	23.1%	31	59.6%	52
	Total	8	9%	10	10.6%	27	28.7%	49	52.1%	94

Analysis of Variance/Recommendations:

With our first target the overall percentage 73.8% was similar to 2022 (75.2%) but target wasn't achieved:

" To significantly boost the percentage of children 'At' or 'Above' the applicable Curriculum Levels of performance for their year groups, by 1st November 2023. The main target groups being especially Year 3s 2023 (63.7% as Year 2s 2022) and Year 4s 2023 (63.2% as Year 3s 2022)."

Our Year 2s 2022 'At' or 'Above' improved from 63.7% to 65.7% as Year 3s and our Year 3s 2022 were virtually the same - 63.6% 2022, 67.1 2023%. Our Year 3 boys improved from 51.4% to 60.6%. This improvement is very pleasing and indicative of our teaching efforts to improve the overall percentages. We recognise there is definitely a need to continue this target again next year.

And secondly,

"To boost the number of Pasifika pupils 'At' or 'Above' the applicable Curriculum Levels of performance for their year groups (by 1st November 2023), from 52.9% to 70% (17 Pasifika students 2022)."

This target wasn't achieved.

The percentage of the current 16 Pasifika children 'At' or 'Above' remained pretty much the same at 50.0% (52.9% 2022), boys only 40% and girls 54.6%. What is pleasing is this is the overall percentage is much better than the 2021 percentage of 31%. Still need to target these children in the future.

Future directions:

- For 2024, there needs to be a Reading Target for Years 2, 3, 4 and 5s overall and especially the Year 2, 4 and 5 boys (as Year 1s - 63.3%, Year 3s - 60.6% and Year 4s - 63.2%).
- The Pasifika students need to remain a target group in 2024.
- We have successfully applied to be part of the 'Better Start Literacy Approach' starting February 2024. We will have 2 facilitators in training and 6 classroom teachers involved.
- Jess O'Connor will be training to be another Reading Recovery teacher 2024.
- The Middle syndicate teachers will be all trained (some have already) in the CODE programme and will be instituting this in their classrooms during 2024.

Richmond School

STUDENT ACHIEVEMENT TARGET: Action Plan 2023

Strategic goal: With emphasis on Writing we will develop programmes to improve student achievement in Literacy.	**Target area:** **Writing**
	Student group:

Annual Aim:
To improve the overall writing performance and in particular the Year 2, 3 and 5 boys (2022) and Pasifika students applicable Curriculum Levels of performance.

Gender:
All

Annual Target:

- To significantly boost the percentage of children 'At' or 'Above' the applicable Writing Curriculum Levels of performance for their year groups, by 1st November 2023 (especially Year 3, 4 and 6 boys).
- And secondly, to boost the number of Pasifika pupils 'At' or 'Above' the applicable Writing Curriculum Levels of performance for their year groups (by 1st November 2022), from 58.8% (2022) to 70% and significantly improve boys' percentage (42.9% 2022).

Literacy Achievement Target

The **Year level targets** being:

Year 2 – 80% of boys writing at a Lii *(The Year 1 level)* and 55% of boys in Year 2 writing at L1iii *(Their expected Year 2 level)*

Year 3 – 80% of boys writing at a Liii *(The Year 2 level)* and 60% of boys in Year 3 writing at L2b *(Their expected Year 3 level)*

Year 4 – 80% of boys writing at a L2b *(The Year 3 level)* and 65% of boys in Year 4 writing at L2p *(Their expected Year 4 level)*

Year 5 – 80% of boys writing at a L2p *(The Year 4 level)* and 72% of boys in Year 5 writing at L2a/3b *(Their expected Year 5 level)*

Year 6 – 80% of boys in Year 6 writing at L3p *(The expected Year 6 level)*

Ethnicity: All

Students:
All years especially Year 3, 4 & 6 boys and Pasifika

HISTORICAL POSITION: From last year's Analysis of Variance information:

All students Years 1 - 6		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	12	4.8%	62	25.0%	137	55.2%	37	14.9%	248
	Female	7	3.0%	28	12.0%	131	56.0%	68	29.1%	234
	Total	19	3.9%	90	18.7%	268	55.6%	105	21.8%	482
Maori	Male	2	5.0%	10	25.0%	23	57.5%	5	12.5%	40
	Female	2	6.9%	5	17.2%	12	41.4%	10	34.5%	29
	Total	4	5.8%	15	21.7%	35	50.7%	15	21.7%	69
Pasifika	Male	1	14.3%	3	42.9%	3	42.9%	0	0%	7
	Female	1	10.0%	2	20.0%	5	50.0%	2	20.0%	10
	Total	2	11.8%	5	29.4%	8	47.1%	2	11.8%	17

Richmond School 2018	72.2%
Richmond School 2019	78.0%
Richmond School 2020	73.7%
Richmond School 2021	69.1%
Richmond School 2022	77.4%

It is pleasing to report the overall percentage of children 'At' or 'Above' (77.4%) in writing in 2022 has increased slightly from the 2021 and 2020 percentages. This is pleasing considering the teachers have been doing their utmost to boost performances, in spite of the COVID and other sicknesses being prevalent again this year especially during early 2022.

When one drills down into the differences where the percentages are significantly lower than the others. The boys at 3 levels need to be targeted in 2023. Namely, the Year 3 boys (60% 2022 as Year 2s), Year 4 boys (70.6% as Year 3s 2022) and Year 6 boys (65.8% as Year 5s 2022).

Year 2		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	3	8.6%	11	31.4%	19	54.3%	2	5.7%	35
	Female	1	2.4%	4	9.5%	25	59.5%	12	28.6%	42
	Total	4	5.2%	15	19.5%	44	57.1%	14	18.2%	77

Year 3		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	3	8.8%	7	20.6%	19	55.9%	5	14.7%	34
	Female	0	0%	5	19.2%	14	53.8%	7	26.9%	26
	Total	3	5.0%	12	20.0%	33	55.0%	12	20.0%	60

Year 6		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	3	7.3%	20	48.8%	13	31.7%	5	12.2%	41
	Female	1	2.6%	9	23.7%	14	36.8%	14	36.8%	38
	Total	4	5.1%	29	36.7%	27	34.2%	19	24.1%	79

In 2023 we need to boost the number of Pasifika pupils 'At' or 'Above' the applicable Writing Curriculum Levels of performance for their year groups (by 1st November 2022), from 58.9% (2022) to 70% and significantly improve boys' percentage (42.9% 2022).

Pasifika	Male	1	14.3%	3	42.9%	3	42.9%	0	0%	7
	Female	1	10.0%	2	20.0%	5	50.0%	2	20.0%	10
	Total	2	11.8%	5	29.4%	8	47.1%	2	11.8%	17

So, at syndicate meetings in early 2023, teachers will be brainstorming suitable action plans to improve Writing (and in fact Literacy – Reading and Writing) to see what improvements can be made in terms of literacy teaching and learning in 2023.

Action plan:

What the school will do to meet the target	When will it be done by?	Who is involved/ responsible?	Resources allocated to meet target
Teachers to aware of the under-performing male and Pasifika students in their classrooms and who are 'Well Below' and 'Below' the expected Curriculum Levels for Writing.	Throughout 2023	Syndicate leaders, literacy curriculum team and class teachers	Lists
Teachers to specifically focus on the teaching of Writing using individual baseline data results and Teacher Inquiry techniques.	Throughout 2023	Class teachers	Class time
Teachers to give targeted feedback and feed-forward so students know what their next learning steps are.	Throughout the year	Class teachers	Class time
Syndicates to spend time considering ways to boost performance and share ideas and resources.	Throughout the year	Class teachers and syndicates	Syndicate meetings
Literacy leaders, Reading Recovery teacher to provide ideas to individual teachers, at syndicate and staff meetings.	Throughout 2023	Syndicate leaders, Reading Recovery teachers and literacy curriculum team	Syndicate and staff meetings
During 2021- 2022 our resident, guru phonics teacher Rachel Dippie provided training sessions and on-going guidance for teachers and teacher-aides. This is to continue in 2023 with more teaches and teacher-aides trained and guided. A number of teachers to attend Yolanda Sorryl literacy course Term 1 2023.	During 2023	Teachers and Teacher-aides	PD sessions, syndicate meetings and individual support
Syndicates, inter-syndicate and staff meeting writing moderation exercises.	Throughout 2023	Syndicate leaders and literacy curriculum team	Syndicate and staff meetings
Involve as many of the identified children in specific support programmes such as ipad Apps, *Lexia, Early Words* and additional teacher-aide support (with associated Action Plans).	Throughout 2023	Class teachers, SENCo, Special Needs committee and teacher-aide	*Ipad Apps, Lexia* and additional teacher-aide support (with associated Action Plans)

Teachers to celebrate writing successes within class, within syndicates and males/Pasifika pupils to visit management with writing successes.	Throughout 2023	Class teachers, syndicate teachers, SENCo, management	Personnel time
In Term 4 2023 re-check performance.	Term 4 2023	Class teachers	OTJs determining Curriculum Level category
Re-evaluate the students who were performing 'At' and 'Above' Writing Curriculum Level on 1st November 2023 and provide data for school-wide evaluation.	Term 4 2023	Deputy Principal	Curriculum Level evaluation
Reading Recovery teacher to provide parent sessions in-school time and after school.	Terms 1 - 4 2023	Rochelle Krammer	Extra time for preparation and presentation

End-of-year results:

All Students		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	17	7%	69	27.7%	126	50.6%	37	14.9%	249
	Female	4	2%	36	16.1%	125	56.1%	58	26.0%	223
	Total	21	4.4%	105	22.2%	251	53.2%	95	20.1%	472
Māori	Male	4	9%	9	20.5%	28	63.6%	3	6.8%	44
	Female	1	3%	4	13.3%	17	56.7%	8	26.7%	30
	Total	5	7%	13	17.6%	45	60.8%	11	14.9%	74
Pasifika	Male	0	0%	4	80.0%	1	20.0%	0	0.0%	5
	Female	0	0%	5	45.5%	5	45.5%	1	9.1%	11
	Total	0	0%	9	56.3%	6	37.5%	1	6.3%	16

Year 1		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	0	0%	8	17.0%	39	83.0%	0	0.0%	47
	Female	0	0%	1	3.7%	26	96.3%	0	0.0%	27
	Total	0	0%	9	12.2%	65	87.8%	0	0.0%	74

Year 2		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	4	10%	7	17.9%	20	51.3%	8	20.5%	39
	Female	1	4%	5	17.9%	18	64.3%	4	14.3%	28
	Total	5	7%	12	17.9%	38	56.7%	12	17.9%	67

Year 3		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	3	9%	7	21.2%	11	33.3%	12	36.4%	33
	Female	0	0%	2	4.7%	19	44.2%	22	51.2%	43
	Total	3	4%	9	11.8%	30	39.5%	34	44.7%	76

Year 4		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	7	17%	16	38.1%	12	28.6%	7	16.7%	42
	Female	1	4%	6	22.2%	11	40.7%	9	33.3%	27
	Total	8	12%	22	31.9%	23	33.3%	16	23.2%	69

Year 5		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	2	4%	6	13.0%	31	67.4%	7	15.2%	46
	Female	1	2%	3	6.5%	30	65.2%	12	26.1%	46
	Total	3	3%	9	9.8%	61	66.3%	19	20.7%	92

Year 6		Well Below		Below		At		Above		Total
		No	%	No	%	No	%	No	%	No
All	Male	1	2%	25	59.5%	13	31.0%	3	7.1%	42
	Female	1	2%	19	36.5%	21	40.4%	11	21.2%	52
	Total	2	2%	44	46.8%	34	36.2%	14	14.9%	94

Analysis of Variance/Recommendations:

Unfortunately, our overall percentage (73.3%) was slightly down on last year's one (77.4%). So our target was not achieved.

> "To significantly boost the percentage of children 'At' or 'Above' the applicable Writing Curriculum Levels of performance for their year groups, by 1st November 2023 (especially Year 3, 4 and 6 boys)".

In terms of our target boys' groups the percentage of our year levels 'At' or 'Above' were mixed.
The Year 3 boys' percentage was 69.7% (60% 2022 as Year 2s), Year 4 boys' only 43% (70.6% as Year 3s 2022) and Year 6 boys' only 38.1% (65.8% as Year 5s 2022). The latter two were very disappointing.
We still need to target these children in the future.

And secondly,

> " To boost the number of Pasifika pupils 'At' or 'Above' the applicable Writing Curriculum Levels of performance for their year groups (by 1st November 2022), from 58.8% (2022) to 70% and significantly improve boys' percentage (42.9% 2022)".

This target wasn't achieved.

The percentage of the current 16 Pasifika children 'At' or 'Above' was even less the 2022 percentage - 43.8% 2023 (50.1% 2022). The girls' percentage was 54.6% but the boys' percentage was only 20%.
Need to target these children in the future.

Future directions:

- For 2024, there needs to be a Writing Target since **27.7%** of all children are 'Well Below' or 'Below' the Curriculum Level for their age.

- **The two year levels of concern being the Year 4s – 56.5% and the Year 6s – 51.1%.** Both percentages are significantly lower than the average (73.3%). **The Year 6s have moved onto intermediate schooling so the Year 5s 2024 group need to be a target group.**
- Also, the target cohorts for 2024 being Year 2 boys 2023 – **71.8%**, Year 3 boys 2023 – **69.7%** and Year 4 2023 – **45.3%**.
- The Pasifika students need to remain a target group in 2024.
- We have successfully applied to be part of the 'Better Start Literacy Approach' starting February 2024. We will have 2 facilitators in training and 6 classroom teachers involved.
- Jess O'Connor will be training to be another Reading Recovery teacher 2024.
- The Middle syndicate teachers will be all trained (some have already) in the CODE programme and will be instituting this in their classrooms during 2024.